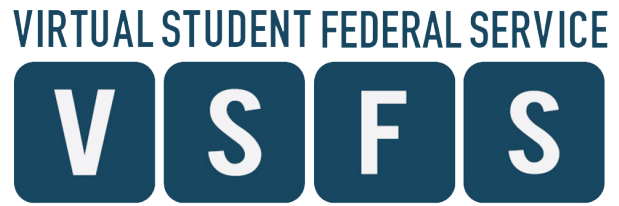


Establishing Internships - Does it work?



Project Title	Establishing Internships - Does it work?
Project Summary	College students in Israel from minority backgrounds sometimes struggle to break into the job market. Can an Embassy-sponsored training program that helps NGOs establish internships help open doors of opportunity?
Country	Israel

Project Description

The U.S. Embassy in Israel is establishing a program to train Israeli alumni of Embassy-sponsored exchange programs, who work in managerial positions at non-governmental organizations in Israel, in how their organizations can establish internship programs for Israeli college students. Many Israelis who transition successfully from college to the workforce do so by relying on contacts developed during their Israeli Defense Force (IDF) service. However, there are a number of Israelis, particularly in the various Arab sectors as well as the Haredi sector, who do not serve in the IDF. Many community contacts have indicated that a greater availability of professional internships for university students in Israel, particularly targeting these communities, might help better bridge that gap. As a result, post has designed a program to provide a structured training course to alumni of Embassy-sponsored exchange programs who work in management positions at NGOs. The training will walk these alumni through the various steps involved in developing and offering an internship program, including the planning phase, human resources considerations, recruitment, on-the job mentoring of interns, and intern feed-back. If successful, the Embassy is hopeful that this program will serve as a model for other organizations in both the non-profit and for-profit sectors, as well as appropriate local authorities, to broaden the array of internship opportunities available to Israeli college students who come from disadvantaged communities.

The purpose of the virtual internship program being requested here is to conduct an assessment of whether the program works. Post is looking for virtual interns who can conduct surveys, interviews, and potentially virtual focus group discussions to gauge the effectiveness of the program from various participants' points of view: the alumni who go through our training program, the university students who are recruited for the internships, university job placement offices, and the other managers of the NGOs that establish internship programs. We would like the virtual interns to ask questions like whether the NGO benefited from having the intern on board, and whether the interns find it easier to transition to longer term employment.

Required Skills or Interests

Skill(s)

Analytical writing

Coding

Cultural diplomacy

Data analysis

Economic analysis

Educational design

Survey / polling design

Additional Information

We're looking for virtual interns who understand the nexus between academic education and on-the-job pre-professional experience in opening doors to job markets, especially in the entrepreneurship and social entrepreneurship sectors. We're looking for virtual interns who also understand how to collect and analyze meaningful survey data in order to paint a picture of (a) whether a program meets its goals, and (b) what factors might motivate other Israeli organizations to adopt this model. Ideal candidates will be graduate students or 3rd/4th year undergraduates who have some familiarity with the field work and/or survey techniques used in fields like anthropology (especially applied anthropology), or in the fields of business administration, entrepreneurship, or social entrepreneurship. Good analytical writing skills are important, as the assessment findings could motivate other Israeli organizations to establish internship programs.

Language Requirements

Language Speaking Proficiency		Reading Proficiency	Importance
Hebrew	Minimum professional proficiency	No practical proficiency	Nice to Have
Arabic	Minimum professional proficiency	No practical proficiency	Nice to Have